

DDI- 00795-85

11 February 1985

MEMORANDUM FOR: Director of Central Intelligence
 : Deputy Director of Central Intelligence
 : Deputy Director for Intelligence
 : Deputy Director for Administration

FROM :
 Chief, Commodity Markets Branch
 Office of Global Issues

SUBJECT : Federal Service Retirement Changes

1. I appreciate very much the employee bulletins intended to keep Agency employees apprised of coming changes in the federal service retirement program and their potential impact on Agency employees--as well as the commitment of Agency officials to represent our interests. Nonetheless, I feel it important to go on record that I would view any substantial reduction in retirement benefits a serious breach of contract. There is no way you can know how seriously concerned we are unless we tell you.

2. While there apparently will be safeguards for some categories of employees--such as grandfathering for employees who have reached a certain age or length of service--there are many of us who could be caught in the middle with no protection. Furthermore, the tone of the most recent bulletin suggests that the CIARDS system or an equivalent will be protected at all costs. I fear and I think legitimately, that some of us may be sacrificed to save the others. The only dangerous part of my job is the daily commute to and from work.

3. I joined the Agency in January 1969 at 22 years of age fresh out of school with a bachelor's degree and have made the Agency my career. Thus, at this date I have 16 years of Agency service but I am only 38 years old. I have had a most enjoyable, fulfilling, and challenging career here--I am not a disgruntled employee. Moreover, I hope that this career is far from over and that it will offer yet additional challenges, successes, and promotions. However, if the minimum retirement age for full benefits is raised from age 55 to age 65, I will have to leave the Agency for the private sector at the earliest opportunity. This I would do sadly and with a great deal of regret--but I would do it. It is not in my economic self interest to work here another 26 years until the Year 2011--putting in a total of 42 years of service before qualifying for full retirement benefits. This is not the contract we agreed to when the Agency signed me on that January day more than 16 years ago.

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P132

4. I fully realize that neither the Agency nor the Federal Government will come tumbling down if that day comes when I am forced to leave. But I think it behooves all of us to consider the realities of some of these proposed cutbacks in benefits. If there are many more in government like me who would leave rather than become budget cannon fodder--and I suspect there are--it will take many years to rebuild the Agency and other government departments to their current high levels of professionalism and service.

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